

SOLID WASTE *works*

Fall 2010

Solid Waste Works is a quarterly employee newsletter published by the Miami-Dade County Department of Solid Waste Management

Setting the Record Straight

You can't read a newspaper, watch a TV newscast, listen to the radio or visit a local news website without hearing or seeing something about the County's recently approved budget. Unfortunately, you—and many of our residents—are only getting part of the story.

For example, although some residents may see an increase in the property taxes they pay, more than half of Miami-Dade's property owners will pay less taxes this year than last. County services cost less now, adjusted for inflation, than at any time during the past two decades.

The County will do with less employees this year than it did during the past ten years.

You and your co-workers have helped the County save \$225 million in temporary and permanent salary reductions. On average, County employees are taking home \$87 less each payday than they did in 2008.

Even with fewer dollars coming in, the County does so much for Miami-Dade residents. You already know about the outstanding waste

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MESSAGE FROM THE DIRECTOR

Dear DSWM Staff,

As each of you already know, the County's FY 2010-11 Budget has been approved and is being implemented. This new budget includes adjustments for most Departments, including ours.

Our Department's budget includes a reduction of the total full-time positions, as well as a realignment of positions throughout the Department to meet service needs, enhance efficiency and improve fiscal controls.

These adjustments have resulted in personnel actions which have caused bumping into and out of the Transfer, Landfills, Garbage, Enforcement, Accounting, Human Resources and Information Services Divisions. These have created major impacts to the lives of a number of our Solid Waste family members.

Many of you have questions regarding layoffs and retention scores. I encourage you to obtain this information by accessing the Human Resources Department's Website at <http://www.miamidade.gov/hr>. Further information is also available from our Departmental Human Resources Division at (305) 514-6706.

During the next few months, there will also be a few newly added positions for which we will soon begin recruitment. All eligible employees, to include those impacted by recent personnel actions, are encouraged to update their online resumes and continue to view the weekly job announcements on miamidade.gov/jobs. As vacancies occur due to promotions, retirements or resignations, employees impacted by the layoffs who have earned classified service rights to the higher positions will be recalled to their previous positions in order of retention score for a maximum period of two years. Recall lists have priority over all other lists in the filling of vacancies.

Be assured that our Department remains committed to providing equal opportunity for all employees in recruitment, hiring, promotion, transfer and training, regardless of sex, race, color, ancestry, or national origin.

This year's budget does not provide for any further cuts to wages or benefits, and as promised last year, merit increases, longevity bonuses and some supplements that were suspended, will resume. The date for these changes will depend upon your union affiliation, but would generally resume 12 months after the freezes became effective.

For example, employees within AFSCME Local, 3292, will be eligible to begin receiving Longevity Bonuses, Flex Dollars and Premium Pay, after November 28, 2010, and Merit Increases after December 12, 2010. This year's budget also includes a 3 percent cost of living adjustment (COLA) beginning in July, 2011. Additional information will be forthcoming from Human Resources Division staff.

These are challenging times for the Miami-Dade County family, but I encourage each of you to continue demonstrating the professionalism and dedication that Solid Waste Management is known for. Let us all remain committed to Delivering Excellence Every Day.

Kathleen Woods-Richardson
Director

DID YOU KNOW?

During Fiscal Year 2009-2010 (October 2009 – September 2010), Miami-Dade County recycled:

- 3,067 tons of cardboard/paper
- 30,134 tons of newspaper
- 3,127 tons of mixed paper
- 786 tons of tin cans
- 3,781 tons of plastics
- 499 tons of aluminum
- 12,786 tons of glass

Visitors from Around the Country and the World

This summer, DSWM played host to several groups of visitors from foreign countries and another state.

In July, Vivian Thomson, a professor at the University of Virginia, came to see the South Dade Landfill with a reporter from WLRN radio. Professor Thomson, who teaches Environmental Science classes, is also the author of the book *Garbage In, Garbage Out: Solving the Problems with Long-Distance Trash Transport*. Ms. Thomson's story featuring the South Dade Landfill aired in early October on WLRN's "Under the Sun" program.

In August, a group of graduate students from the island nation of Trinidad and Tobago visited DSWM. The students met with the Director and senior management staff and toured the Central Transfer Station and the Resources Recovery Facility. They also visited Waste Management's Materials Recovery Facility—the site where items collected in our recycling program are taken for processing—in Pembroke Pines.

In September, a group of civil servants from Bulgaria was taken on tours of the South Dade Landfill and the Resources Recovery Facility. The Bulgarians also met with Commissioner Natacha Seijas and they visited a County wastewater treatment plant during their stay in Miami-Dade.



Bulgarian visitors at the Resources Recovery Facility.



Trinidadian graduate students pose for a picture with DSWM staff.

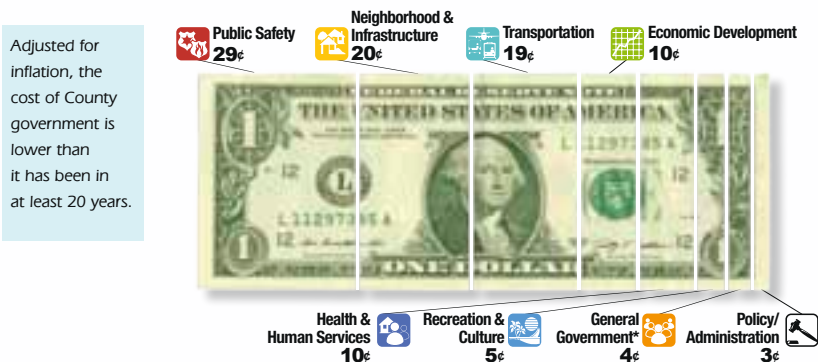
Facts About the County and DSWM Budgets

What does a dollar buy in County services?



The total amount of money Miami-Dade County collects from property taxes this year will be \$50 million less than last year and \$248 million less than the previous year.

Here's how one dollar of the County budget is spent in this community.



- More than ½ of Miami-Dade County's Property Owners will get a smaller tax bill this year.
- The County will collect \$50 million less in property taxes than it did last year, and \$248 million less than the year before that.
- The annual residential waste collection fee stayed at \$439, while the current level of service to customers will be maintained even as the cost of providing service to customers increases.
- The County is doing more with less – with cuts of about 900 positions, the County will have fewer employees than it has had in a decade.
- Before the end of 2010, approximately 46,000 low-income seniors will automatically receive \$100 in assistance to help pay for County services.

CONGRATULATIONS

EMPLOYEE PROMOTIONS, TRANSFERS, NEW HIRES AND RETIREMENTS WILL RETURN IN OUR NEXT ISSUE

Email from Happy DSWM Customer Nets Employee Commendation from Director

Sherry J. Jones, Waste Attendant at the North Dade TRC, is doing an excellent job. Proof of that is the fact that she's being noticed by people in high places.

Colonel James Wimberly of the Broward Sheriff's Office, a long-time Miami-Dade resident, was so impressed by the service he received recently from Ms. Jones that he sent DSWM an email.

In his email, Col. Wimberly notes "the young women that work there (the North Dade TRC) now are very polite and helpful."

The email prompted Department Director Kathleen Woods-Richardson to write a memo of commendation to Ms. Jones. It reads in part: "We certainly appreciate the compliments expressed regarding you and the service you provided. For a citizen to take the time to express their satisfaction with our employees and service delivery makes us all very proud."

Great job, Ms. Jones!

Congrats to Fiscal Year 2009-10 Employee of the Year Nominees

If Delivering Excellence Every Day is the standard for County employees, then Yolanda Minus, Human Resources Manager, and Nadine Williams, Residential Collection Billing Supervisor, exceed that standard—every day.

The ladies were the DSWM's 2009-10 nominees for the County's Employee of the Year Award.

Ms. Williams was nominated for

Customer Service because, among other reasons, "...when the Department faced significant storms such as Katrina and Wilma, she proved to be a leader in getting the work done. She led her team in 12+ hours workdays, which included weekends and holidays. She was the first to come in and the last to leave. She kept her sight on the finish line and she will not give up until all the work was done."

Ms. Minus was nominated for Logistical Support. She was cited for helping the Department fill numerous positions under very tight deadline conditions, as well as ensuring hundreds of employees received a mandatory training class also within a tight deadline. As her nomination form states, "If it were not for Ms. Minus, so much of our staffing and ultimately, our employee production and service, would not be in place."

Congratulations to Ms. Minus and Ms. Williams for a job well done!



Nadine Williams and Yolanda Minus.

Setting The Record Straight

Continued from page 1

collection and disposal services our residents receive, which include two bulky waste pickups, unlimited access at our TRCs and Home Chemical Collection Centers, and curbside recycling collection. Not to mention a complaint rate of less than two per 10,000 households serviced and a bulky waste response time of less than seven days in fiscal year 2009-10.

But Miami-Dade residents also enjoy some of the following:

- A library system that had 7 million visits last year.
- A traffic system that includes more than 20,000 street lights and more than 2,800 traffic signals.
- A total of 383,000 new trees planted since 2006.
- Some of the cleanest water in the nation.
- A total of 73 fire stations to fight fires.

- Special transportation services for people with disabilities.
- Tools to fight price gouging in a state of emergency.
- A system to keep residents informed during hurricanes.
- Restaurant inspections, so that dining is safe and enjoyable.
- A 3-1-1 answer center that takes more than 2.5 million calls every year.
- The largest seaport in the Southeast and a world-class airport.
- Inspections of elevators to make sure you don't crash on your way down.
- Low-cost spay and neuter services for pets.

The next time you hear friends or family repeat something they heard on the news about the County, let them know the real deal.

Visit <http://www.miamidade.gov/wearemiamidade> and get the whole story about Miami-Dade County.

CORNER

Delivering Excellence Every Day

DSWM Goes "Greener" With Hybrid Vehicles

DSWM recently took delivery of the first of six hybrid trucks that will become a permanent part of the waste collection fleet. The trucks use a unique Series Hydraulic Hybrid Drive system, making DSWM the first municipal waste agency in the United States to use this advanced technology in its waste collection vehicles. The system actually uses energy from braking to power the truck to each stop in its collection route.

The keys to the first truck were handed over to Miami-Dade County Mayor Carlos Alvarez in a ceremony that took place in September.

"Miami-Dade County is constantly looking for ways to 'go green' and become environmentally friendly so we are happy to be the first municipal government in the nation to use this unique hybrid technology in our waste collection vehicles," said Mayor Alvarez. "We will consume less diesel fuel and reduce our carbon footprint with the help of this new equipment."

"Hybrid technology is the key to a cleaner environment, and that's why the Miami-Dade Department of Solid Waste Management has partnered with Parker Hannifin to integrate these vehicles into our waste collection fleet," said Department Director Kathleen Woods-Richardson. "Our hybrid trucks will allow us to do our part to help make Miami-Dade as 'green' and environmentally friendly as possible."

Manufacturing the hybrid vehicles is a joint effort by Autocar, Heil, and Parker Hannifin. Parker Hannifin is the company that makes the hydraulic hybrid drive that propels the trucks.



Miami-Dade Solid Waste Management Director Kathleen Woods-Richardson and Waste Truck Driver John Lewis pose for a photo in front of Miami-Dade's first hybrid waste collection truck.

The key ceremony was well attended. In addition to Mayor Alvarez and Mrs. Woods-Richardson, then-District 8 Commissioner Katy Sorenson, Office of Sustainability Director Susanne Torriente and GSA Department Director Wendi Norris were present to celebrate the arrival of the County's newest "green" vehicle. Also present were officials from Autocar, Heil, Parker Hannifin, and Mr. Charles Gray of the U. S. Environmental Protection Agency.

Methane Sequestration Groundbreaking

Early in October, Miami-Dade County broke ground on the Methane Sequestration Project in South Miami-Dade. Present at the groundbreaking event were Mayor Carlos Alvarez; Commissioner Natacha Seijas; Toby Russell and Jennifer Holman of the U.S. Department of Energy (DOE); Department Director Kathleen Woods-Richardson; Office of Sustainability Director Susanne Torriente; Water and Sewer Department Director John Renfrow; and local business owners.

The Methane Sequestration Project involves improvements to the cogeneration system at the South District Wastewater Treatment Plant (SDWWTP), to allow the plant to use landfill gas piped from the South Dade Landfill (SDLF) to create energy.

The SDWWTP currently uses gas produced by the wastewater treatment process (digester gases) to create electricity to supply part of the facility's energy needs. By combining landfill and digester gases, the County will increase the amount of self-generated electricity, reducing overall consumption of electricity generated from fossil fuel and saving money on energy costs.

"I'm thrilled that our landfill gas is playing a supporting role in Water and Sewer's latest green effort and in the County's overall sustainability efforts. This is just another great example of County

departments partnering on efforts that improve our environment and enhance the operations of Departments and ultimately improve the quality of life for our residents," said Director Woods-Richardson.

The Methane Sequestration Project is one of 13 County projects funded by a \$12.5 million federal grant, and administered through the Department of Energy and Miami-Dade County's Office of Sustainability.



Pictured from left to right: Jennifer Holman, U.S. Department of Energy; Commissioner Natacha Seijas; Mayor Carlos Alvarez; Toby Russell, U.S. Department of Energy; Susanne Torriente, Director, Office of Sustainability; John Renfrow, Director, Water and Sewer Department; and Kathleen Woods-Richardson, Director, Department of Solid Waste Management.

Enforcement Officers "Overcoming Challenges to Achieve Excellence"

June 28, 2010 was a day for the history books for DSWM's Enforcement Division. On that day, the Division held a Graduation and Oath of Office Ceremony for three new officers and 41 veteran officers.

The new and veteran officers were presented their badges and ID cards, and sworn in to office, by Department Director Kathleen Woods-Richardson at the Dr. Martin Luther King, Jr. Building.

A number of key people spoke at the ceremony in addition to Mrs.



New and veteran enforcement officers are sworn in by DSWM Director Kathleen Woods-Richardson.

Woods-Richardson, including enforcement supervisors Greg Bethel and Willie Johnson; Enforcement Division Director Beverly Washington-Albury; and Assistant Director – Disposal Michael Moore. The invocation was given by Reverend Jose Hernandez, Chaplain with the Miami-Dade Corrections and Rehabilitation Department, and Reverend Tracy McCloud, PhD., who delivered an inspirational message to the officers, DSWM employees and guests.

Congratulations to the DSWM Enforcement Officers!

Alexis Agostini	Evaristo Hernandez	Maricela Reed
Glenda Barthell	Valencia Holmes	Fernando Robreno
Joe Bolufe	Deborah Jackson	Raul Rodriguez
Santiago Callejas	Asha Jaxx	Raymond Rodriguez
Jack Carter	Ermite Jean-Baptiste	Latoya Sellers
George Colimorio	Alphonso Johnson	Barbara Sigler
Thomasina Crapp	Abigail Lawrence	Sharon Smith
Oper Daniels	Jean-Daniel Lazare	Ray Sutphin
Barbara Dell Amico	Nancy Lorenzo	Christa Taylor
Reuben De Jesus	Aundrea Luc	Tom Vazquez
Jose Escobar	Marta Ortega	Helga Watts
Amanda Evans	Sandra Palmer	Harry Williams
Kenny Fountain	Marvin Pendleton	Kandice Williams
Kisha Gordon	Alfonso Perez	Tina Worsley-Ancrum
Darrick Hankerson	Judith Prado	

Welcome Aboard to the City of North Miami Beach!

On October 6, 2010, the City of North Miami Beach officially joined Miami-Dade's single-stream curbside recycling program as the County's recycling collection contractor—World Waste Recycling—conducted the first collection in the City.

Until that first County-provided collection day, North Miami Beach residents had to drive their recyclable items to one of the City's drop-off points. Residents of North Miami Beach really wanted to recycle, and making it easier and more convenient for them to do so would increase their participation.



Recycling carts are readied for delivery to North Miami Beach residents.

The process of adding North Miami Beach to the County's program was rather quick. The City initially approached the County in March this year about joining the recycling program, and by early October, 8,400 of North Miami Beach's households had received their distinctive blue recycling carts.

"Claudia Henfield and her staff were amazing," said Jeanmarie Massa, DSWM Recycling Manager. "They were professional, enthusiastic, they did an incredible job delivering all the recycling carts to North Miami Beach residents in record time."

Recycling Savings!

During Fiscal Year 2009-2010 (October 2009 through September 2010), Miami-Dade's recycling efforts helped save the following:

- 473,460 mature trees
- 183.9 million kilowatt hours of electricity
- 184,517 cubic yards of landfill airspace

- 90,098 barrels of oil
- Additionally, the County helped avoid the release of 66,559 metric tons of greenhouse gas emissions and the County's waste-to-energy facility generated 58.021 million kilowatt hours of electricity from waste

SAFETY

CORNER

During the month of June, DSWM hosted the Third Annual Safety and Health Awareness Month event. The event focused on personal health and wellness and workplace safety. As part of the Safety and Health Awareness Month event, each week a health and wellness fair was hosted at one of the DSWM's waste facilities. The purpose of the fairs was to encourage employees to focus on personal health. Almost 300 employees took advantage of the various health screenings offered by AvMed and Jackson Memorial Hospital at the fairs.

A safety facility contest was performed to focus on workplace safety as part of Safety and Health Awareness Month. DSWM's Safety Specialists inspected 23 of the Department's facilities. The six facilities that won the Safety Award were 3B Collection Operations; Central Transfer Station; Snapper Creek TRC; Eureka TRC; North Dade Maintenance; and the South Dade Landfill. Congratulations for a job well done!



3B Collection Operations



North Dade Maintenance



Central Transfer Station



South Dade Landfill



Eureka TRC



Snapper Creek TRC

Raising Awareness and Support at DSWM

Making Strides Against Breast Cancer

The Solid Waste *Pink Panthers* raised \$1,005 in donations to help support research for eliminating breast cancer. Yolanda Smiley, Ruth Arias, Eduardo Rubio-Garcia, Jeanmarie Massa, Larry Wilson, Aundrea Luc, Marta Ortega and Carla McMullen all participated in the walk to make strides against breast cancer.



From left to right: Daphne Knowles (Miami-Dade Corrections Department), Larry Wilson, Jorge Suarez, Eduardo Rubio-Garcia, Yolanda Smiley, Aundrea Luc, Ruth Arias with Baby Emely and Jeanmarie Massa.

Heart Walk

The American Heart Association held their annual *Miami-Dade Start!* Heart Walk on Saturday, October 30, 2010. Eduardo Rubio-Garcia is the Captain of Team Solid Waste, and as of press time the team had raised \$1,190 in donations. The donations received from co-workers, family and friends will continue to further research for the prevention and treatment of cardiovascular disease.

United Way

The United Way "Fundraising" activities have kicked off. The Department's fundraising goal for this year is \$30,000 (the payroll deduction goal is \$86,000), and division teams are geared up in competitive fashion to raise money. Events have included sales of Jamaican patties, pizza, ice cream delights, raffles, bowling, flea markets and bazaars. Come join the festivities and show your support by participating in one of these events, or by making an annual or one-time commitment through payroll deduction.



Solid Waste Works is published quarterly by the Miami-Dade County Department of Solid Waste Management

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